

# ***Dialogue Protocol for Coaching Conversation***

***(Creating authentic, holistic and organic presence together.)***

## Five Phases of Dialogue

Awareness  
Vision  
Transformation  
Integration  
Emerging Plan

Phases of dialogue	Possible questions/feedback
<b><i>AWARENESS</i></b>  <i>Assess current situation.</i>	<p>Where are you right now? How are things going? What's coming up for you? (What's going well for you? Asking some strength-based questions)</p> <p>What classroom practice or area of concern/interest would you like us to look at more closely?</p> <p>What do you know? What data is available?</p> <p><i>Recurring Probing Questions:</i>  <i>What do you mean by "..."?</i>  <i>Tell me more about...</i>  <i>And, what else?</i></p> <p>Summarize/paraphrase what was said.          Appreciate, acknowledge and validate coach's perspective.</p> <p><b>{Develop a repository of practices, strategies related to goal.}</b></p>
<b><i>Discover the BIG questions.</i></b>	<p>(Listen for the bigger or deeper topic/question/issue. Pay attention for what is emerging. Don't force the agenda. Resist premature decisions. Allow the big, or essential, question to emerge.)</p> <p>What's important to you about...?          What draws you to this inquiry?          What's the question we should be asking?</p> <p><b>{Listening Deeply: Listen for the nuance--in word choice, in tone, inflection, body language. (verbal, para-verbal, non-verbal)}</b></p>

<p><b>VISION</b></p> <p><i>Create images/vision of possibility.</i></p>	<p>How would you like it to be?</p> <p>What is emerging for you? Through you?  What is possible?  What do you mean by "...."?  Why do you want it?  What would this mean to you?  What's the value behind this?  What would be the benefit?</p> <p>Help focus attention.</p> <p>{visioning work, collage work}</p>
<p><b>TRANSFORMATION</b></p> <p><i>Examine assumptions, limiting beliefs, blind spots</i></p>	<p>What could get in the way? Outside forces? How do you sabotage yourself? What patterns of behavior or thinking no longer serve you?</p> <p><u>Listen for limiting beliefs:</u> Listen for either/or thinking.  (That's the way it is in my school...I can never....I always...)  Investigate blind spot.</p> <p><u>Turnaround: (reframing)</u>  What is another way of looking at this?  What do you need to change?</p> <p>{Illuminating the Blind Spot. Reframing perspective}</p>
<p><i>Determine growing edge.</i></p>	<p>What is your next growth step?  What would it take to create change?</p> <p>{Growing edge work: intention, visual image}</p>
<p><b>INTEGRATION</b></p> <p><i>Cultivating the StillPoint</i></p>	<p><i>Developing presence.</i>  Allowing paradox, ambiguity and uncertainty.</p>

<b>EMERGING PLAN</b>	How will you implement this change? Is there some further study needed?
	May suggest a brainstorming session (both contribute ideas, teacher selects)
	If success were guaranteed, what steps would you take right now? What challenges might come up? What seed might you plant today?
	How could this show up in the classroom?
	Decide what would be explored during the DURING... <b>{prototyping, experimental design}</b>
	What is the next best move? Why would this be the best?
	Then, determine the appropriate path---model, co-teach, observe. What are we exploring? What do we want to know? How will we gather data?
	(What is the impact of _____ on students?)
	<u>Observing</u> (see checklist for Observing)
	<u>Co-teaching</u> (see checklist for Co-Teaching)
	<u>Modeling</u> (see checklist for Modeling)
<b>Schedule:</b>	Date/time of DURING (classroom visitation): _____  Date and time for AFTER conference _____

**Dialogue Protocol for Coaching Conversation** (from *Deepening Community Through Mindful Presence: Allowing Leadership to Emerge*, Carol Adams)

References:

Gershon, David. *Social Change 2.0: A Blueprint for Reinventing Our World*. New York: Chelsea Green, 2009.

Scharmer, C. Otto. *Theory U: Leading from the Future as It Emerges. The Social Technology of Presencing*. Cambridge, MA: The Society for Organizational Learning, Inc., 2007.

"The Art of Powerful Questions: Catalyzing Insight, Innovation and Action" Eric E Vogt, Juanita Brown and David Isaacs, 2003. <http://www.theworldcafe.com/pdfs/aopq.pdf>

Coaching Dialogue	
<b>AWARENESS</b> Current situation: What is happening now?  	
Big question: What question guides your work?  	
<b>VISION</b> Vision of Possibilities: How would you like it to be? (Think BIG. What inspires you?)  	
<b>GROWING EDGE</b> Obstacles: What gets in the way?  	Turnarounds(reframing): What's another way to look at this?  
New Intention/Goal/Outcome:  	
<b>EMERGING PLAN</b>  <u>Emerging Action Plan:</u> What's next? (Nature of inquiry—further study, observe/co-teach/model) See page 2...checklist for Co-Teaching  Attention to detail: data collection. Consider data collecting format.  	
Cultivating StillPoint:  	
Date/time/location of classroom visitation: _____  Date/time/location of AFTER conversation: _____	